

DSHS/DVR 2016 – 2020 State Plan

Business Engagement

Draft Federal Guidance

Describe how the designated State unit will work with employers to identify competitive integrated employment and career exploration opportunities in order to facilitate the provision of:

1. VR services; and
2. transition services, including pre-employment transition services, for students and youth with disabilities

Introduction

This section describes DSHS/DVR's contributions to coordinated business engagement strategies. Through coordinated engagement, DSHS/DVR and its workforce development partners will contribute to a more prosperous Washington, providing businesses with talented job seekers to fill skill gaps and Washingtonians living with disabilities with the rehabilitation, training, and employment services needed to thrive in Washington's workplaces and communities.

Talent, Prosperity, & Washingtonians with Disabilities

PLACE HOLDER: alignment to WTECB strategic elements

Businesses and Vocational Rehabilitation Service Goals

In coordination with workforce development partners at the state and local level, DSHS/DVR establishes the following business engagement objectives for 2016 – 2020:

- Utilize Business Specialists to provide training to businesses how to recruit, hire, retain, and advance skilled workers with disabilities.
- Engage Business Specialists in the development and implementation of Workforce Development Council (WDC) Business Plans, local-level industry sector strategies, and cross-program business engagement activities.
- Lead coordinated WDC engagement of federal contractors and subcontractors, linking these contractors to the skilled job seekers with disabilities they seek.
- Increase visibility in Washington's business community through a methodical outreach and marketing plan which includes participation in local boards of commerce, membership in professional organizations (e.g. the Society for Human Resource Management), representation at career and recruitment fairs, and the provision of business training (e.g. Americans with Disabilities Act and reasonable accommodation trainings).
- Support and expand innovative partnerships, such as Microsoft's Specialisterne Project, which partner DSHS/DVR and Washington's businesses to promote the hiring of individuals with disabilities in high-skill and high-demand occupations.

Businesses and Transition Services

- Engage workforce development and education partners to:
 - Build relationships with businesses who will work with students and youth by developing internships and on-the-job training programs.
 - Develop business training and outreach materials which address hiring youth and students with disabilities.